

# Minutes from EACR Training and Recruitment Sub-Committee Meeting

**Venue:** Zoom  
**Date:** 26th May 2023  
**Time:** 19.30 hours

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**Apologies:** Andrew Brewster, Christina Brewster, Zoe Purdle-Wood, Sharon Lacey.

**Attendees:** Beth Johnson, Ian Kerwin, Sarah Chin-A-Loy, David Sparling, Adam Sloman, Helen Bridgman, Roy Threadgold, Victoria Richards, Richard Wilson, Yvonne Towler, Sarah Knights.

**Cc:** Andrew Kelso, EACR Master

Topic	Content	Action who	Action by when
1. Apologies, Minutes and Matters arising. -Beth Johnson	<ul style="list-style-type: none"><li>• BJ welcomed Sarah Knights, the prospective Essex Course Convenor. It was agreed that Andrew and Clare Beech (S District Education Officers) to have copies of the minutes.</li><li>• See above for apologies</li><li>• Minutes of previous meeting on 5<sup>th</sup> April, 2023 read and agreed as an accurate record.</li><li>• Matters arising or in progress are specified in the meeting agenda.</li></ul>	.	N/A



<p>3. Grants</p>	<ul style="list-style-type: none"> <li>• No grant applications at present.</li> <li>• Update on Gt Tey, SK is in discussions with Steve Jeffries who stated the church architect is liaising with Historic England relating to the rope guides.</li> <li>• DS stated that in the NE District there are two ongoing projects that are also Bell Restoration projects and will span both funding sources.</li> <li>• T&amp;R fund, a time limit should be placed on the applications. It was agreed that a 2yr time limit be added to the application form as this would be in line with the BRF.</li> <li>• Any stays broken by the Essex Young Ringers practices, the cost of repair from the R &amp; T fund this will back dated to immediately post COVID. This was agreed unanimously. AS stated, that there was still some stigma amongst towers about allowing young ringers to practise.</li> </ul>	<p>BJ to amend T&amp;R fund application form</p>	
<p>4. Recruitment and Retention</p>	<ul style="list-style-type: none"> <li>• University ringing – No update from Hal Meakin as yet, the huge difficulty in getting a University Society started and getting into freshers week. It was unanimously decided that this would not now be included on the agenda.</li> <li>• Schools Plan –ZP-W is liaising with Jo Hargrave at Hatfield Heath, to take 6 pupils from Year 6 for 20 mins at lunchtime session between half term and the end of the summer terms, including handbell ringing. ZP-W is producing materials to use. No material is available or forthcoming from CCCBR Schools and Youth Group</li> </ul>	<p>ZP-W to feedback at next meeting.</p>	

5. Training events calendar	<ul style="list-style-type: none"> <li>This is set up. There is a tendency to keep the district events in their own districts, this is possibly due to districts prioritizing their own members first before offering it Association wide. It was decided that the training events calendar should be left open for when districts training events need more learners or helpers attending.</li> </ul>		
6. Web site resource centre	<ul style="list-style-type: none"> <li>This is being continuously added to. BJ to advertise approx. monthly the new additions. Following on from ZP-Ws schools project, BJ would like to add these lesson plans to the resources,</li> </ul>	BJ to update	
7. Simulator Workshop Group	<ul style="list-style-type: none"> <li>Most are used for silent practice, for new ringers or extra practices to prevent complaints from neighbours. It was agreed that this initiative would be good. DS explained that to have multiple people practising different methods on individual bells would take changes in the architecture of the simulator, and sensors, plus would need more IT equipment such as more laptops, with foot pedal starters. BJ To ask Simon Mann to head this group.</li> </ul>	Ongoing	
8. AOB	<ul style="list-style-type: none"> <li>First Pealer’s club. 2 more ringers have scored their first peal, YT and BJ to advertise peals to adults too. Some young ringers are keen to undertake their second.</li> <li>Bequests Strategy, voted through at the AGM. Huge opportunity with such a large amount of money to begin to initiate and implement ideas. <b>HB</b> suggested nominating a small group of people (3 or 4), outside of the T&amp;R subcommittee to discuss, plan and implement the strategy. <b>AS</b> stated, that 3 out of the 4 points in the strategy are already in progress but not claiming funding. 1) In terms of Youth project initiatives ZP-W is</li> </ul>		

	<p>trialing her project, if this works then perhaps funding can be claimed to take it forward on a larger basis. 2) Adult programme, there is a core groups (most towers) are busy teaching learners and introducing foundation and further teaching. 3) Investment in training hubs, such as the introduction of simulator working groups to increase the range of learner and methods at a practice. By increasing the number of simulators in towers, or installing dumbbells, this will peek the interest of getting updated systems and more laptops for individual training. The awards programme is determined by the management committee. The strategy has only just been voted in and is designed to follow through to 2029 and will take a while to become championed by association members. <b>YT</b> suggested that funds are available for more advertising for individual projects. <b>SK</b> suggested that this is a strategy, and what we need now is a plan to implement the strategy, and better communication to members. <b>RW</b> suggested that there should be more direction from the Management Committee as to where the money should be spent. <b>DS</b> suggested that as an association we should look outside the box, a little more radical and more risky, rather than being so conservative. There could be a core group of people to push forward various projects that have not been tried before and without the bequests we could not have done, rather than doing more of the same old same old. There is a fear that the bequests funding gets frittered away.</p>		
9. Next meeting	<ul style="list-style-type: none"> <li>• Sunday 9<sup>th</sup> July 2023, 7.30 - Zoom</li> </ul>		
10.Meeting closed	<ul style="list-style-type: none"> <li>• 21.30 hours</li> </ul>		